



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

IN REPLY REFER TO:

OPNAVINST 1414.4B

N093

8 May 2007

OPNAV INSTRUCTION 1414.4B

From: Chief of Naval Operations

Subj: NAVY ENLISTED FLEET MARINE FORCE WARFARE SPECIALIST PROGRAM

Ref: (a) SECNAVINST 1650.1H
(b) MILPERSMAN Article 1306-102
(c) MCO P6100.12

1. Purpose. To issue the requirements for qualification and designation of enlisted personnel as Enlisted Fleet Marine Force Warfare Specialists (EFMFWS). This instruction is a substantial revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 1414.4A.

3. Discussion. Attainment of the EFMFWS designation signifies that a Sailor has achieved a level of excellence and proficiency in the Fleet Marine Force (FMF). The EFMFWS insignia signifies that the Sailor is competent in his or her rate, and has acquired additional general knowledge that enhances their understanding of war fighting, mission effectiveness, and command survivability. Sailors who wear the EFMFWS insignia stand out as significant contributors to the Marine Corps war fighting mission. EFMFWS qualification may only be obtained through the formal qualification program set forth in this instruction. Per reference (a), the EFMFWS replaced the Navy FMF Ribbon as of 1 October 2006.

4. Eligibility. FMF qualification recognizes the efforts of enlisted individuals trained in FMF warfare operations. FMF qualification is mandatory for all active duty E-1 and above personnel permanently assigned to the FMF, and who meet the eligibility requirements. Other enlisted active duty personnel and selected reservists may earn the EFMFWS qualification if they meet eligibility requirements. Eligibility to attain the EFMFWS designation is limited to the following:

a. Enlisted personnel permanently assigned to an FMF command on Type 2 or 4 sea duty, as defined in reference (b), and serve a minimum of 12 months consecutively.

b. Augmented enlisted personnel mobilized and assigned to an FMF command on Type 2 or 4 sea duty during combat or peace-keeping operations for a minimum of 90 consecutive days. Eligibility does not apply to personnel deployed in support of U.S. Marine Corps training exercises. Upon detachment from an FMF command, personnel are no longer eligible to test, board, or qualify.

c. Navy Divers assigned to an FMF command on Type 2 or 4 sea duty will qualify/re-qualify Diving Salvage Warfare Specialist (DSWS) prior to qualifying as an EFMFWS.

d. Enlisted full time support (FTS) (formerly Training and Administration of Reserves (TAR)) and Selected Reserve (SELRES) personnel assigned to Marine Forces Reserve.

(1) FTS personnel assigned to Marine Forces Reserve must serve a minimum of 12 months consecutively.

(2) SELRES personnel must be presently assigned to a Navy Reserve, Program Nine, Marine Forces Reserve command and serve a minimum of 24 months with satisfactory drill attendance.

(3) Personnel who have previously served a minimum of 24 months with a Navy Reserve, Program Nine, Marine Forces Reserve command in the past 60 months and maintained satisfactory drill attendance need only complete a minimum of 12 consecutive months in the presently assigned Navy Reserve, Program Nine, and Marine Forces Reserve command.

(4) Complete two periods of Annual Training (AT) of which one will be FMF specific or an equivalent Active Duty for Special Work (ADSW).

5. Management of FMF Qualification Program Integrity

a. Commanding Generals/Commanding Officers of FMF commands shall approve EFMFWS designation for only those enlisted personnel recommended by the Command EFMFWS Coordinator and permanently assigned to their command, with the exception of those personnel designated in paragraph 7.

b. The U.S. Marine Forces Command, Command Master Chief is the EFMFWS program manager. Only Command Master Chiefs (CMDCMs,

NEC 9580) and, by exception, senior enlisted Sailors will be designated as the Command EFMFWS Coordinators. These coordinators will be serving in the following U.S. Marine Corps commands: U.S. Marine Corps Forces Command, Pacific, Reserves (MARFORs), Marine Expeditionary Forces (MEFs), Marine Logistics Groups (MLGs), Marine Divisions (MARDIVs), Marine Special Operations Commands (MARSOC), and Marine Air Wings (MAWs). The EFMFWS coordinator will establish and be responsible for the operation of the command's enlisted EFMFWS program. As EFMFWS coordinators, they must ensure the spirit and intent of this instruction are being followed by members of their command. This shall be accomplished by direct involvement in the FMF qualification process, monitoring of candidates' progress, and evaluation of the professional performance of enlisted personnel qualified as EFMFWS within their command. The Command EFMFWS Coordinator will chair all EFMFWS boards. Additionally, the EFMFWS coordinator will maintain the EFMFWS question/answer bank and ensure that all enlisted personal qualification standards (PQS) qualifiers are properly selected and trained.

6. Standards. Candidates for EFMFWS shall:

- a. Meet the eligibility criteria in paragraph 4.
- b. Demonstrate effective leadership and directing ability, receive at least one observed evaluation, have an overall trait average of not less than 3.0, and be "Promotable" or above during the most recent reporting period.
- c. Complete core and platform specific PQS standards for EFMFWS (NAVEDTRA 43908 series). Initial qualification for core and platform specific PQS must be completed within 18 months of assignment for all enlisted personnel E-1 and above. Platform specific re-qualification must be completed within 12 months of assignment to another FMF platform by all enlisted personnel E-1 and above.
- d. Be recommended for EFMFWS qualification by their chain of command.
- e. Display general knowledge of the command's overall organization, mission, assets, employment, combat systems, basic equipment, and Marine Corps common skills through written examination, hands-on demonstration of knowledge, and an oral

examination by a multi-member board. The oral board will make a recommendation of qualification to the qualifying officer (in most cases the Commanding Officer at the battalion or squadron level). The qualifying officer will review the results and recommendations of the board and make the final determination of qualification.

f. Successfully pass the USMC Physical Fitness Test per the standards outlined in reference (c). All applicants, regardless of age, must complete this requirement. Those over 46 years of age will self-validate a "Risk Factor Screening" following the guidelines in reference (c).

7. Approval of Qualification

a. After satisfactory completion of the requirements in this instruction, the Commanding Generals or Commanding Officers of qualifying units will determine approval of the FMF qualification, based upon appropriate recommendation by the program coordinator.

(1) For personnel permanently assigned to a FMF command, only the Commanding General or Commanding Officer may approve the EFMFWS qualification.

(2) For Naval Hospital/Dental Center component UICs enlisted personnel permanently assigned to augment an FMF command, only the Commanding General or Commanding Officer of the gaining Marine Corps command may approve the EFMFWS qualification. Written and oral board examinations must be administered by the gaining Marine Corps command.

(3) For FTS and SELRES personnel, only the Commanding Officer of the Marine Forces Reserve Command may approve the EFMFWS qualification. Written and oral board examinations must be administered by an appropriate EFMFWS coordinator.

b. When members have qualified or re-qualified for the EFMFWS designation, an entry shall be made in their service record as follows:

(1) Annotation in PQS qualification entry section of

Page 4.

(2) Page 13 entry as follows:

"(Date) Qualified/re-qualified) as an Enlisted Fleet Marine Force Warfare Specialist (EFMFWS) (platform type) this date and assigned the Enlisted Fleet Marine Force (FMF) designator."

c. The appropriate Diary Message Reporting System (DMRS) entry will be submitted by the cognizant personnel office for the qualifying command at the time of initial qualification.

d. In the interest of maintaining consistent standards of qualification, U.S. Marine Corps Forces Command, Pacific and Reserves (MARFORs) including MEFs shall ensure that subordinate units follow the spirit and intent of this instruction.

8. Amplifying Information

a. Final qualification must be documented on page 4 in the Sailor's service record. Subsequent re-qualifications will also be documented. Documentation will include the type of platform EFMFWS PQS completed as indicated in paragraph 6c.

b. Significant Progress Towards. The term "Significant Progress Towards" is self-explanatory and should be used only in those rare instances when the Sailor was not able to meet the deadline for qualification (i.e., severe personal hardship/illness). The Commanding General or Commanding Officer, with recommendation from the Command Master Chief, may grant "Significant Progress Towards" status and it should be documented on a Page 13 in the Sailor's service record.

c. If qualification has not been achieved upon transfer to another FMF command, the new command shall recognize recorded PQS attainment to date, but may require a re-demonstration of knowledge in any area deemed appropriate.

9. Designation and Authority to Wear the Insignia

a. The Commanding Officer of the qualifying unit is authorized to present the EFMFWS insignia upon qualification. The attainment of the EFMFWS qualification should be recognized at an appropriate ceremony and relevant comments should be incorporated in the member's next fitness report (FITREP)/evaluation.

b. Those individuals who previously qualified for the FMF Ribbon will retain the FMF designator; however, they are not entitled to wear the EFMFWS insignia until completing another FMF assignment and meeting all requirements outlined in this instruction. Those personnel E-1 and above are required to complete core and platform specific PQS requirements as outlined in paragraph 6 upon return to an FMF assignment.

10. Qualification Continuance. EFMFWS qualified active duty personnel who transfer to another unit unrelated to the FMF will be required to re-qualify upon returning to the FMF. For Naval Hospital component UIC personnel and SELRES/ADSW personnel, renewal of qualification will be required upon mobilization or augmentation to an FMF unit. Qualified enlisted personnel who subsequently accept an appointment, as commissioned officers will retain the right to wear the EFMFWS insignia per U.S. Navy Uniform Regulations without renewal requirements.

a. When an individual transfers on PCS orders between FMF units of the same type, the individual must re-demonstrate general knowledge of the command's overall organization, mission, assets, employment, combat systems, Marine Corps battle skills techniques, and basic equipment through an oral demonstration of knowledge. Upon a satisfactory demonstration of knowledge, a recommendation will be made to the Commanding Officer for final re-qualification. An individual renewing qualification on the same type platforms shall not be required to re-complete the platform specific PQS if previously completed. However, tailored platform specific PQS may be used to facilitate re-qualification. The individual renewing qualification must update/re-qualify as required to meet requirements indicated in paragraph 6c. Completion of qualification with the new unit must be documented on a page 4 in the candidate's service record per paragraph 7b.

b. An individual renewing qualification on a different type unit platform will be required to complete the platform specific PQS for the unit of qualification and update/re-qualify as required to meet requirements indicated in paragraph 6c. Completion of qualification with the new unit must be documented on a page 4 in the candidate's service record per paragraph 7b.

11. Failure to Qualify. E-1 and senior eligible enlisted personnel, who fail to qualify within the required time limits, will have a page 13 entry made in their service record.

Additionally, this failure will be reflected in the next FITREP/evaluation and their recommendation for advancement will be withdrawn.

12. Disqualification

a. Members previously qualified shall be disqualified by their Commanding Officers if any of the following conditions exist:

(1) Failure to maintain a "Promotable" promotion recommendation.

(2) Refusal to accept or perform duties while assigned to the FMF unit.

(3) Failure to complete EFMFWS re-qualification within prescribed time limits.

b. Formal notification of disqualification shall be recorded in the member's service record as follows:

"(Date) Failed to maintain qualification as an Enlisted Fleet Marine Force Warfare Specialist (EFMFWS) in that (include specific rationale for disqualification). The member has been informed that as of this date, he or she is disqualified and are no longer authorized to wear the EFMFWS insignia or use the FMF designator."

c. Previous disqualified members may request, through their Commanding Officer, to re-qualify as long as they meet the eligible requirements of this instruction and the reason for disqualification has been rectified. After receiving written approval from their Commanding Officer, re-qualification commencement must be recorded in the member's service record and the member must follow the initial qualification process.

13. Review. The MARFORCOM Command Master Chief is appointed as the Program Manager for the EFMFWS Program. The Program Manager is responsible for the periodic review and update of this instruction. Requests to waive any part of this instruction will be submitted through the appropriate chain of command to the EFMFWS Program Manager.

8 May 2007

14. EFMFWS PQS Booklet. NAVEDTRA 43908-A (1 Nov 2002), Fleet Marine Force (FMF) Enlisted Warfare Specialist, information is available for download at <https://pqs.cnet.navy.mil/faq.asp>.



D. C. ARTHUR

Surgeon General of the Navy

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